

DiSC



*Personality Profiles from
dmit training 360*

Dr. William Moulton Marston (1893-1947), was an American psychologist, an anthropologist who after studying thousands of human behaviors and their personalities, developed the concept of DISC profile in 1928.

After his many years of research he submitted his thesis in late 1920's which divides the human personalities into 4 categories i.e.

D for Dominant(Lion/Eagle)

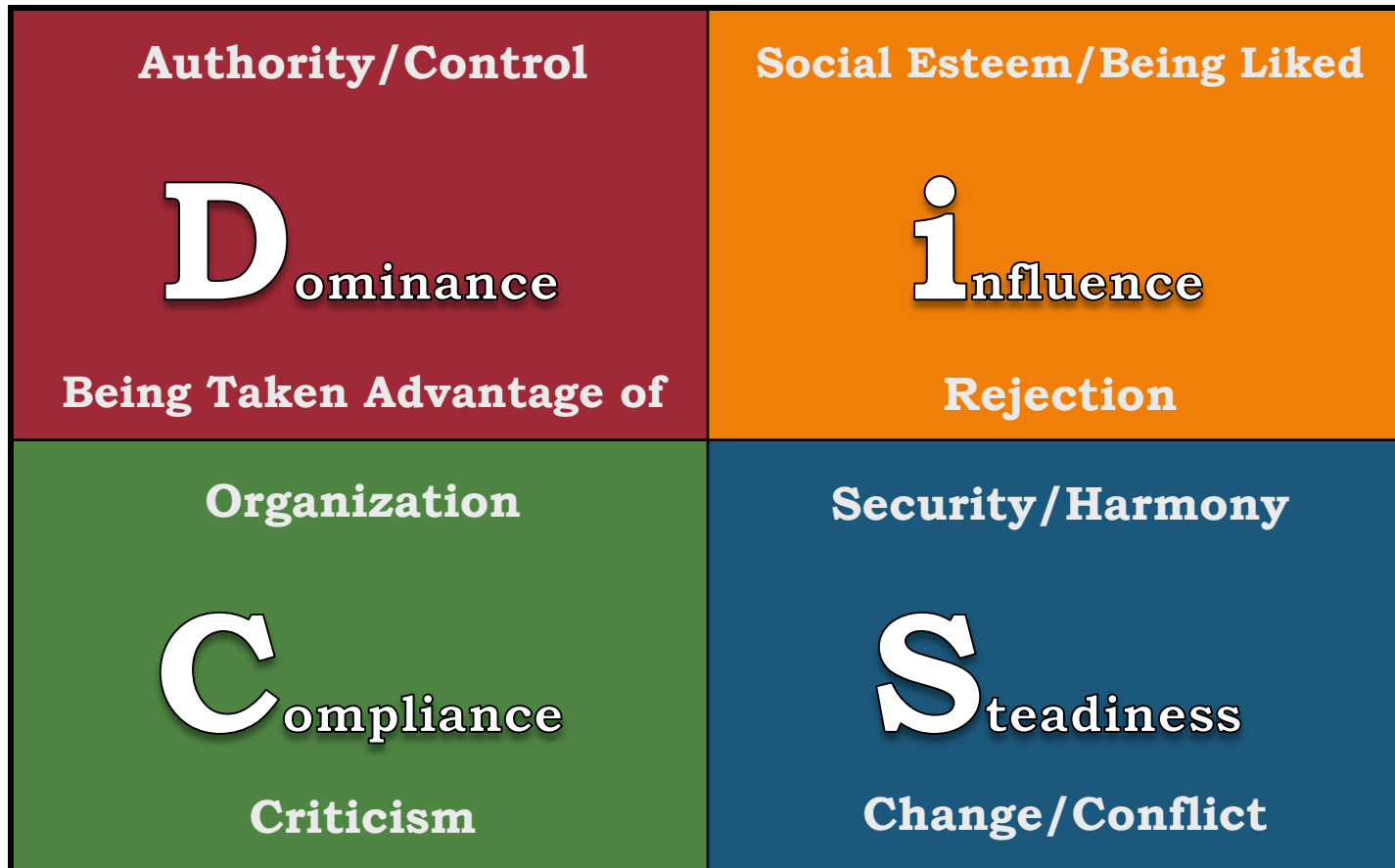
I for Influential (Peacock / Fish)

S for Steady (Dove/Dog)

C for Compliant (Owl)

DISC profile has been in use for many years for multiple purposes like Education, sales, marketing, management, HR, alliances etc.

DiSC



D – Dominance

*Direct. Decisive. High ego strength.
Problem-solver. Risk-taker.
Self-starter.*

Shapes environment by
overcoming opposition to
accomplish results.



D-type people



Strengths

- Bottom line organizer.
- Places value on time.
- Challenges status quo.
- Innovative.



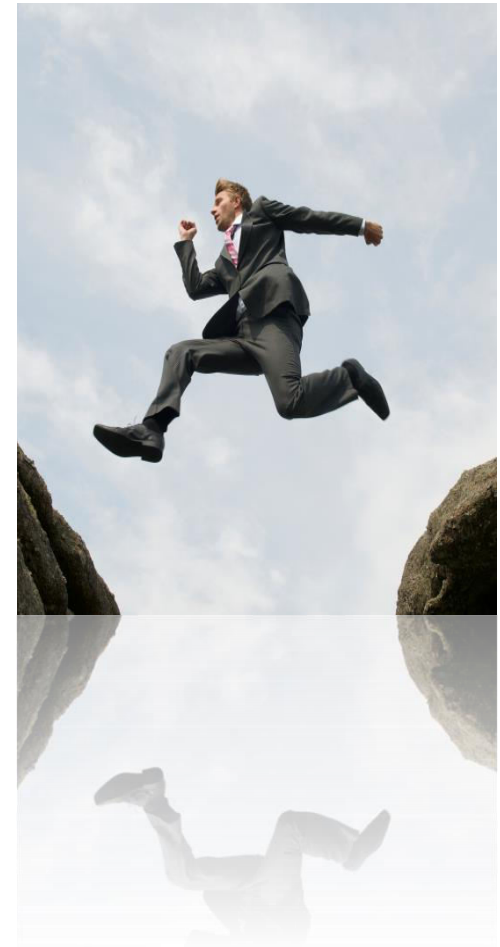
Weaknesses

- Oversteps authority.
- Attempts too much at once.
- Argumentative attitude.
- Dislikes routine.

D-type people

Motivators

- *Motivated by:*
 - New challenges.
 - Power and authority to take risks and make decisions.
 - Freedom from routine and mundane tasks.
 - Changing environments in which to work and play.
- *Greatest Fear:*
 - Being taken advantage of.



D-type people

The ideal environment



- Innovative focus on future.
- Non-routine, challenging tasks and activities.
- Projects that produce tangible results.
- Freedom from controls, supervision, and details.
- Personal evaluation based on results, not methods.

D-type people

Data handling

While analyzing information a D-type may:

- Ignore potential risks.
- Not weigh pros and cons.
- Not consider the opinions of others.

+ Offer innovative and progressive systems and ideas.



D-type people in a Team Dynamic



Leader

- Self-reliant
- Autocratic managerial skills – great in a crisis!
- Pushes group to make decisions
- Willing to speak out
- Maintains focus on goals

Problem Solver

- Innovative in obtaining results
- Welcomes challenges without fear
- Ability to overcome obstacles
- Accepts risks

Multitasked

- Sees big picture
- Ability to handle multiple projects
- Functions well with heavy workloads

D-type people

Areas for Personal Growth

Listen

- Strive to be an “active” listener.
- Be attentive to other team members’ ideas until consensus is reached.
- Develop appreciation for opinions, feelings and desires of others.

Relax

- Be less controlling and domineering.
- Pace yourself and relax more.

Exchange

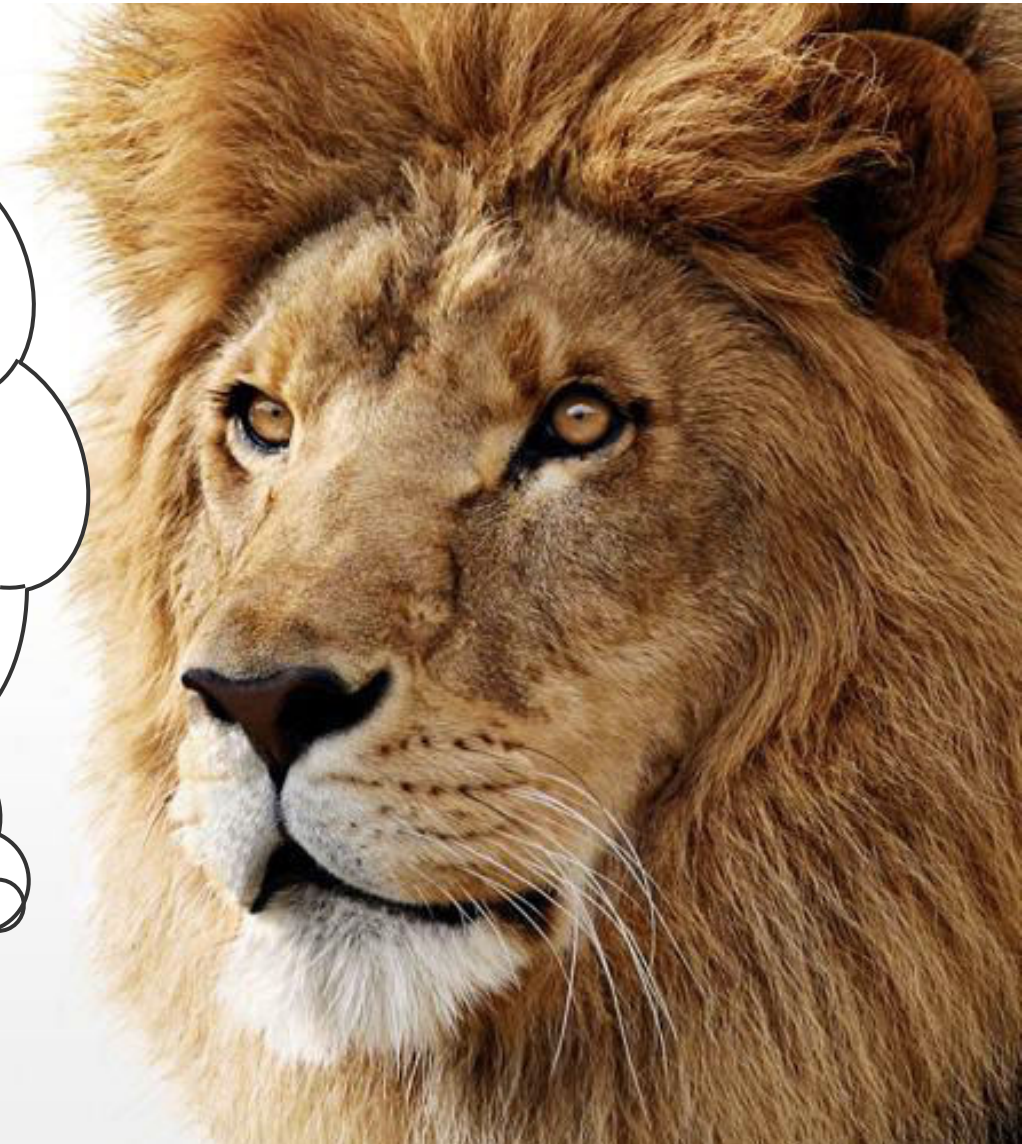
- Put more energy into personal relationships.
- Show your support for other team members.

Explain

- Take time to explain the whys of your statements/proposals.
- Be friendlier and more approachable.

What a **D-type** people wants:

- Authority
- Prestige
- Freedom
- Direct answers
- Varied activities
- Assignments promoting growth
- “Bottom line” approach
- Opportunity for advancement



Interacting with a **D-type** people

Do:



- Be brief, direct, to the point.
- Ask **what**, not **how** questions.
- Focus on business: remember D-types desire results.
- Suggest ways to achieve results, lead, solve problems.
- Highlight logical benefits of featured ideas and approaches.

Interacting with a **D-type** people



- Ramble.
- Repeat yourself.
- Focus only on problems.
- Be too sociable.
- Make generalizations.
- Make statements without support.

i - Influencer

*Enthusiastic. Trusting. Optimistic.
Persuasive. Talkative. Impulsive.
Emotional.*

Shapes environment by
influencing or persuading
others.



i-type people



Strengths

- Creative problem solver.
- Great encourager.
- Motivates others to achieve.
- Positive sense of humor.
- Negotiates conflicts.
- Peacemaker.



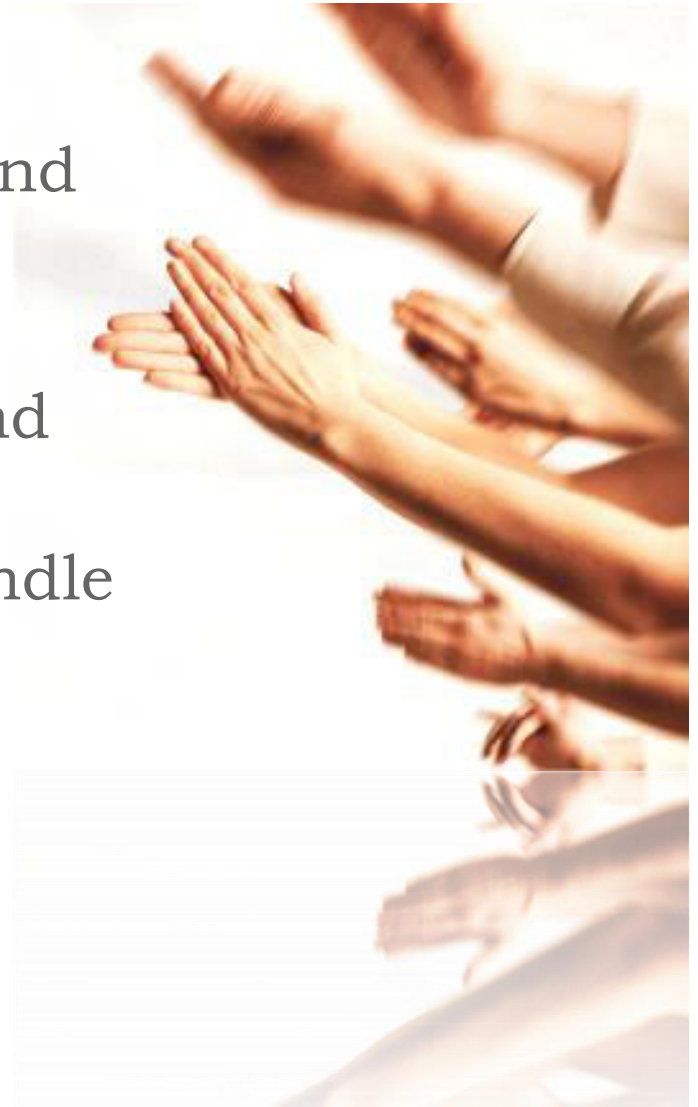
Weaknesses

- More concerned with popularity than tangible results.
- Inattentive to detail.
- Overuses gestures and facial expressions.
- Tends to listen only when it is convenient.

i-type people

Motivators

- *Motivated by:*
 - Flattery, praise, popularity and acceptance.
 - A friendly environment.
 - Freedom from many rules and regulations.
 - Other people available to handle details.
- *Greatest Fear:*
 - Rejection.



i-type people

The ideal environment



- Practical procedures.
- Few conflicts and arguments.
- Freedom from controls and details.
- A forum to express ideas.
- Coaching and counseling.
- Group activities in professional and social environments.

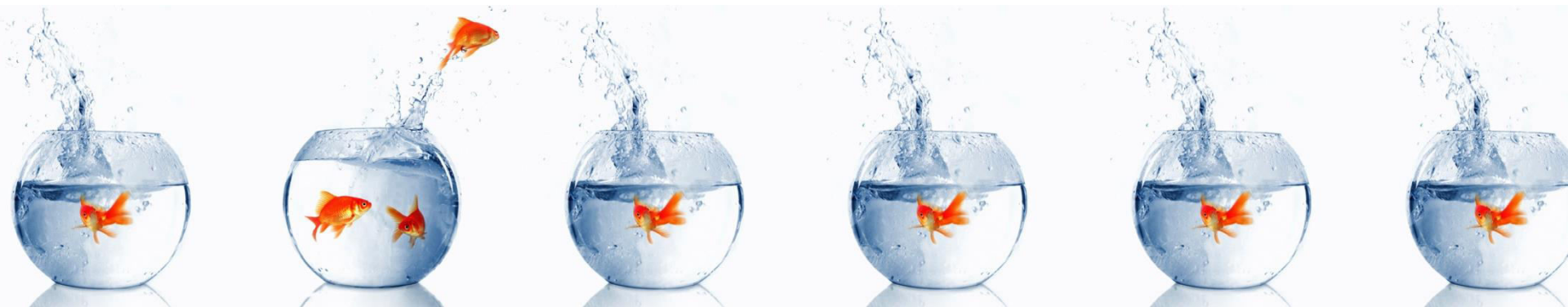
i-type people

Data handling

While analyzing information an i-type may:

- Lose concentration
- Miss important facts and details.
- Interrupt.

+ Be creative in problem solving.



i-type

in a Team Dynamic



Influencer

- Participatory manager – influence and inspire
- Provides direction, leadership
- Accomplishes goals through people
- Motivates the team
- Spontaneous and agreeable

Communicator

- Instinctive communicator
- Articulate
- Will offer opinions
- Makes good spokesperson
- Persuasive
- Strong brainstorming sessions
- Responds well to the unexpected

Peacemaker

- Creates atmosphere of well being
- Enthusiastic, good sense of humor
- Positive attitude
- Works well with other people
- Accepting of others

i-type people

Areas for Personal Growth

Control

- Be less impulsive.
- Weigh the pros and cons before making a decision.
- Exercise control over your actions, words, emotions.

Focus

- Be more results oriented.
- Concentrate on following through with tasks.
- Focus more on details and facts.

Cooperate

- Remember to slow down your pace for other team members.
- Talk less, listen more.
- Consider and evaluate ideas from other team members.

What an **i-type** people wants:

- Social esteem and acceptance
- Recognition for abilities
- Freedom from details and control
- People to talk to
- Positive working conditions
- Opportunity to motivate and influence others



Interacting with an **i-type** people

Do:



- Build a favorable/friendly environment.
- Give opportunity for verbalization about ideas, people, “intuition”.
- Help develop *talk* into **action**.
- Share testimonials from others relating to proposed ideas.
- Allow time for stimulating, sociable activities.
- Submit details in writing, but don’t dwell on them.
- Develop a participative relationship.
- Create incentives for task follow-through.

Interacting with an **i-type**



Don't:

- Eliminate social time.
- Do all the talking.
- Ignore their ideas or accomplishments.
- Tell them what to do.

S - Steady

*Good listener. Team player.
Possessive. Steady. Predictable.
Understanding. Friendly.*

Cooperates with others
within existing circumstances
to carry out a task.



S-type people



Strengths

- Reliable and dependable.
- Loyal team worker.
- Compliant towards authority.
- Good listener, patient and empathetic.
- Good at reconciling conflicts.

Changes??
Oh nooo!



Weaknesses

- Resists change.
- Takes a long time to adjust to change.
- Holds a grudge.
- Sensitive to criticism.
- Difficulty establishing priorities.

S-type people

Motivators

- *Motivated by:*
 - Recognition of loyalty and dependability.
 - Safety and security.
 - No sudden changes in procedure or lifestyle.
 - Activities that can be started and finished.
- *Greatest Fear:*
 - Loss of security.



S-type people

The ideal environment



- A team atmosphere.
- Practical procedures and systems.
- Stability and predictability.
- Tasks that can be completed at one time.
- Few conflicts and arguments.

S-type people

Data handling

While analyzing information an S-type may:

- Be outwardly agreeable but inwardly unyielding.
- Internalize their concerns and doubts.
- Hesitate to share feedback during presentation.
- Slow down the action.

+ Provide valuable support for team goals.



S-type people in a Team Dynamic



Relationship Builder

- Instinctive relater
- Makes others feel like they belong
- Shows sincerity
- Focused and intuitive about people and relationships
- Strives to build relationships
- Shows patience with others

Team Player

- Participative manager – accomplishes goals through personal relationships
- Buys into team goals
- Identifies strongly with team
- Loyal, dependable
- Provides specialized skills

Voice of Reason

- Can see an easier way of doing things
- Full of common sense
- Considers elements of a total project
- Realistic and practical
- Even tempered
- Provides stability

S-type people

Areas for Personal Growth

Adapt

- Be more open to change.
- Develop more flexibility.

Interact

- Be more direct in your interactions.
- Deal constructively with confrontation.
- Work at expressing thoughts, opinions, feelings.

Reach

- Focus on overall goals of the team rather than specific procedures.
- Increase pace to accomplish goals.
- Show more initiative.

What an **S-type** wants:

- Security in situations
- Sincere appreciation
- Repeated work patterns
- Time to adjust to change
- Limited territory of responsibility



Interacting with an **S-type** people

Do:



- Create favorable environment: personable and agreeable.
- Express genuine personal interest in them.
- Provide clarification for tasks, answers to **how** questions.
- Be patient in drawing out goals.
- Present ideas/departures from current practices in non-threatening manner.
- Give S-types time to adjust.
- Clearly define goals, procedures & their role in the overall plan.
- Assure them of personal follow-up support.
- Explain how their actions will minimize involved risks and enhance current procedures.

Interacting with an **S-type** people

Don't:

- Be pushy, overly aggressive or demanding.
- Be too confrontational.



C - Compliance

*Accurate. Analytical.
Conscientious. Careful. Fact-finder.
Precise. High standards.
Systematic.*

Works conscientiously within existing circumstances to ensure **quality** and **accuracy**.



C-type people



Strengths

- Perspective: “the anchor of reality”.
- Conscientious and even-tempered.
- Thorough in all activities.
- Defines situation.
- Gathers, criticizes and tests information.



Weaknesses

- Needs clear-cut boundaries for actions/relationships.
- Bound by procedures and methods.
- Gets bogged down in details.
- Prefers not to verbalize feelings.
- Will give in rather than argue.

C-type people

Motivators

- *Motivated by:*
 - Standards of high quality.
 - Limited social interaction.
 - Detailed tasks.
 - Opportunities to demonstrate expertise.
 - Logical organization of information.
- *Greatest Fear:*
 - Criticism.



C-type people

The ideal environment



- Tasks and projects that can be followed through to completion.
- Specialized for technical tasks.
- Practical work procedures and routines.
- Few conflicts and arguments.
- Instructions and reassurance that they are doing what is expected of them.

C-type people

Data handling

While analyzing information a C-type may:

- Become overly cautious and conservative.
- Get too bogged down in details.
- Avoid or postpone decisions, especially if they perceive a risk.

+ **Be an effective troubleshooter.**

Well ya see, that's where things got all wonky. All better now though!



C-type

in a Team Dynamic



Organizer

- Instinctive organizer
- “Do it yourself” manager – creates and maintains systems
- Thinks logically
- Works systematically

Quality Control

- Strives for logical, consistent environment
- Controls details
- Conscientious
- Emphasizes quality

Data Analyst

- Analyzes obstacles
- Evaluates team’s progress
- Maintains focus on tasks
- Asks important questions

Diplomat

- Diplomatic
- Will strive for consensus
- Offers subtle/indirect approaches
- Will share risks and responsibilities

C-type people

Areas for Personal Growth

Act

- Respond more quickly to team goals.
- Be more decisive.
- Take risks along with other team members.

Prioritize

- Concentrate on doing the right things, not just doing things right.
- Focus less on facts and more on people.

Compromise

- Be less critical of others' ideas and methods.
- Strive to build relationships with other team members.

What a **C-type** people wants:

- Autonomy and independence
- Controlled work environment
- Values of quality and accuracy
- Reassurance
- Precise expectations and goals
- Exact job descriptions
- Planned change



Interacting with a C-type people

Do:



- Prepare your case in advance.
- Delineate pros/cons of proposed ideas.
- Support ideas and statements with accurate data.
- Reassure C-types that no surprises will occur.
- Submit an exact job description with a precise explanation of how that task fits into the big picture.
- Review recommendations with C-type in a systematic and comprehensive manner.
- Be specific when agreeing; when disagreeing, disagree with the facts rather than with the person.
- Be patient, persistent, diplomatic while providing explanations.

Interacting with a C-type people

Don't:



- Refuse to explain details.
- Answer questions vaguely or casually.



D

Driver



i

Influencer



S

Steady



C

Compliance



**So, Which personality type
are you?**

For more study and interest learn more about DISC test from internet

How to know my personality D ? I ? S ? C ?

1. By using Thumb Finger Print
2. Selecting your characteristics and Behavior
3. Through DMIT test

Thank Q

Dr. Balasubramanian

MSc,MS,MPHil,BEd,PGDMM,PhD

And Certified Dermatoglyphics Consultant

+91 7339123552.,+91 9629896927

00965 66032903..,

balasir123@yahoo.com

Just Know Your Personality type ,For Learning ,Fun and Research.

More Details Contact Us

You want more information about the personality types see our other tests also